

**William J. Armstrong, Q.C.**

An eminent, well respected management side labour relations lawyer with over 40 years' experience. I represented a wide range of private and public, provincially and federally regulated employers in healthcare, municipal government, post-secondary education, media, transportation, and manufacturing. I appeared before grievance arbitration boards, the Alberta Labour Relations Board, the Canada Industrial Relations Board, the Albert Human Rights Commission, the Canada Human Rights Commission, the Alberta Court of Queen's Bench, the Alberta Court of Appeal, the Federal Court of Canada, the Federal Court of Appeal, and the Supreme Court of Canada. My experience in arbitration included hundreds of rights and interest arbitrations as both counsel and employer nominee.

Between 1982 and 2009, much of my experience was in the healthcare industry, representing individual hospitals and the Alberta Hospital Association and its successor organizations up to the formation of Alberta Health Services in 2008. This included advice on province-wide collective bargaining between the healthcare industry and the various healthcare unions, including threatened and actual strikes. I also represented private and not-for-profit continuing care employers.

In 1983, I was a founding partner of Laird Armstrong, a boutique labour relations law firm, in Calgary. In 2008, the name was changed to Armstrong Management Lawyers upon Mr. Laird's retirement. In 2013, AML merged into Norton Rose Fulbright, a world-wide full-service law firm. In 2018, I retired from NRF and moved to St. Albert. Since then, I have periodically acted as a collective bargaining negotiator, employer nominee to arbitration boards and the Government of Alberta nominee on the Justices of the Peace Compensation Commission.

After I received a BSc from McGill University in 1970, I served in the Canadian Army, followed by an LL.B. from Osgoode Hall Law School in 1977. I was admitted to the Alberta Bar in 1978. I received my Queen's Counsel designation in 2000.